

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼

HUMAN RESOURCES ENTERPRISE

NURSE CLINICIAN

DEFINITION

Provides advanced professional nursing as a staff clinician and educator in a health care facility or performs registered nursing direct care duties at Iowa Veteran's Home and is assigned to one of the clinician specialty functions in addition to these duties; as a charge nurse for an entire non-health care oriented agency; or as a public health clinician in a nursing specialty, employing clinical expertise in public health program areas and providing technical assistance to client-centered agencies; performs related work as required.

The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

WORK EXAMPLES

Provides, directs and evaluates nursing care of clients in compliance with professional standards of quality care; provides leadership in promoting research and utilization of current research findings in nursing practice; provides consultation and resources to staff to develop, implement, and evaluate nursing care.

Coordinates and participates in the planning, development and implementation of projects, services and data systems related to public health; promotes and provides consultative and educational services to community health care agencies and department staff statewide.

Provides individual, group and family health teaching and supportive counseling.

Prescribes and manages or consults with staff regarding the 24 hour care of a caseload of clients from admission through discharge; identifies and assesses delivery problems, including environmental factors, or new nursing problems affecting optimum client care; designs, implements and evaluates corrective action plans.

Provides clinical expertise and technical assistance to community client-centered agencies in a nursing specialty; assesses accessibility and continuity of health care in these communities.

Designs monitoring and evaluation programs to assure quality educational resources; recommends educational and client care resources for departmental budget; assesses educational needs of staff, utilizing continuous quality improvement findings.

Plans, conducts, evaluates and revises curriculums for orientation, in-service, workshops and affiliate student programs; facilitates and integrates educational opportunities through joint endeavors with community resources; monitors compliance with educational standards.

Participates in continuing education to maintain credentials and increase expertise and knowledge in professional clinical nursing and education.

COMPETENCIES REQUIRED

Knowledge of professional nursing theory and practice.

Knowledge of current literature, trends and developments in nursing.

Knowledge of learning strategies and principles of teaching.

Knowledge of current medications, administration, their actions and use.

Knowledge of specialized client care in the recognized nursing specialty.

Ability to apply nursing principles for all stages of health continuum.

Ability to work in collaborative relationships with other professionals to achieve interdisciplinary goals set for the client.

Ability to assess and coordinate community health care services to meet the needs of clients.

Ability to collect, record, and interpret data concisely and accurately.

Ability to plan, assign, and oversee participants' learning experiences.

Ability to keep own emotions under control and restrain negative behaviors when provoked or when working under conditions of stress.

Ability to understand and appreciate different and opposing perspectives, to adapt own approach to changing situations and to change or easily accept changes in own organization or job requirements.

Skill in carrying out nursing procedures required in the recognized specialty.

Displays high standards of ethical conduct. Refrains from dishonest behavior.

Works and communicates with all clients and customers providing professional service.

Displays a high level of initiative, effort, attention to detail and commitment by completing assignments efficiently with minimal supervision.

Follows policy and cooperates with supervisors.

Fosters and facilitates cooperation, pride, trust, and group identity and team spirit throughout the organization.

Exchanges information with individuals or groups effectively by listening and responding appropriately.

EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS

Graduation from an accredited college or university with a Bachelor's degree in Nursing and experience equal to one year of full-time professional clinical experience in a correctional environment or in one or in a combination of the following nursing specialties areas: epidemiology, geriatrics, maternal/child health, nursing education, pediatrics, public health, mental health/psychiatrics, intellectual disability;

OR

an equivalent combination of the required education and experience, substituting one year of full-time experience for thirty semester hours or equivalent of education; no substitution for the one year of full-time experience in a correctional environment or in one or in a combination of the specialty areas listed above;

OR

employees with current continuous experience in the state executive branch at the Iowa Veteran's Home that includes experience equal to five years of full-time work as a Registered Nurse. The Iowa Veteran's Home's service/duty requirements are not applicable to other institutions or agencies for qualification purposes.

NECESSARY SPECIAL REQUIREMENTS

Licensure as Registered Nurse in the State of Iowa by the Iowa Board of Nursing, or licensure as a Registered Nurse in accordance with the Nurse Licensure Compact Administrator's Agreement of the National Council of State Boards of Nursing.

NOTES

More information regarding the Nurse Licensure Compact Administrators Agreement of the National Council of State Boards of Nursing is available at: [Nurse Licensure Compact](#).

Review the provisions of the statute that authorized the creation of the Nurse Licensure Compact at: [Chapter 152E, Iowa Code](#)

Effective Date: 04/15 SA